



Board of Commissioners of Cook County

Minutes of the Labor Committee

Wednesday, January 13, 2016

9:30 AM

**Cook County Building, Board Room, Rm 569
118 North Clark Street, Chicago, Illinois**

ATTENDANCE

Present: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Gainer, García, Moore and Sims (7)

Absent: Commissioners Butler and Fritchey (2)

Also Present: Commissioners Boykin, Daley and Morrison (3)

PUBLIC TESTIMONY

Chairman Murphy asked the Secretary to the Board to call upon the registered public speakers, in accordance with Cook County Code.

- 1. George Blakemore , Concerned Citizen**
- 2. Rachel Koch, Assistant Cook County Public Defender**
- 3. Vincent Shavers - Organ Recipient**

16-1006

COMMITTEE MINUTES

Approval of the minutes from the meeting of 12/16/2015

A motion was made by Commissioner García, seconded by Vice Chairman Tobolski, that this Committee Minutes be approved. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Gainer, García, Moore and Sims (7)

Absent: Commissioners Butler and Fritchey (2)

16-0544

Sponsored by: JESÚS G. GARCÍA, County Commissioner

PROPOSED PREVIOUSLY APPROVED ITEM AMENDMENT

Department: Office of Cook County Commissioner Garcia

Request: Amend a previously approved item

Item Number: 15-5801

Fiscal Impact: N/A

Account(s): N/A

Original Text of Item:

PROPOSED RESOLUTION

ORGAN DONOR LEAVE POLICY

WHEREAS, the need for potentially life-saving organ and bone marrow transplants far exceeds the supply; and

WHEREAS, the State of Illinois has recognized the importance of organ donation by providing the opportunity for paid leave to State employees who donate an organ or bone marrow; and

WHEREAS, like Illinois, many other jurisdictions have attempted to offset the incidental costs associated with the donation and protect employees from retaliation for taking leave to donate an organ by passing legislation providing job-protected, paid leave to employees who donate organs or bone marrow; and

WHEREAS, Cook County currently does not provide job-protected, paid leave for the purpose of organ or bone marrow donation, necessitating employees to use their accrued sick and vacation leave or take unpaid personal leave, if eligible; and

WHEREAS, in order to offset the incidental costs associated with donation and protect employees from retaliation for taking a leave of absence to donate an organ, all Cook County agencies and offices should afford paid leave to employees who donate organs or bone marrow; and

WHEREAS, the President's Office and the Bureau of Human Resources have researched various organ donor leave policies and as a result, the Bureau of Human Resources has developed an Organ Donor Leave Policy that will provide job-protected, paid leave for the purpose of organ or bone marrow donation; and

WHEREAS, the proposed policy would be available to all eligible Cook County employees (employed with the County for at least twelve (12) months) who donate organs or donate bone marrow via surgical aspiration or non-surgical apheresis; and

WHEREAS, the risk of complications and death, as well as the burden to the donor in terms of recovery time, pain, and suffering is lowest for apheresis donation and greatest for organ donation; and

WHEREAS, an eligible employee who donates bone marrow via non-surgical apheresis would receive five (5) days of paid leave within a twelve (12) month period; and

WHEREAS, an eligible employee who donates bone marrow via surgical aspiration would receive fifteen (15) days of paid leave within a twelve (12) month period; and

WHEREAS, an eligible employee who donates an organ would receive thirty (30) days of paid donor leave within a twelve (12) month period; and

WHEREAS, an eligible employee that donates an organ as of January 1, 2015, that by necessity used their accrued sick and vacation leave or took unpaid leave may recover that time under this policy but may not exceed the thirty (30) days of paid donor leave within a twelve (12) month period; and

WHEREAS, the Bureau of Human Resources shall adopt and circulate the Organ Donor Leave Policy to all Cook County agencies and offices as this policy will not only benefit our employees and their families but also the County's overall mission.

NOW, THEREFORE, BE IT RESOLVED, that the President and Board of Commissioners of Cook County does hereby direct the Chief of the Bureau of Human Resources to implement an Organ Donor Leave Policy with an effective date of September 1, 2015; and

BE IT FURTHER RESOLVED, that all Cook County agencies and offices receive a copy of the Organ Donor Leave Policy issued by the Chief of the Bureau of Human Resources; and

BE IT FURTHER RESOLVED, that all Cook County agencies and offices which shall include but not be limited to the offices under the Cook County Board President, Cook County Board of Commissioners, Cook County State's Attorney, Cook County Sheriff, Clerk of the Circuit Court of Cook County, Cook County Board of Review, Cook County Assessor, Cook County Public Defender, Chief Judge of the Circuit Court, Cook County Public Administrator, Cook County Recorder of Deeds, Cook County Health and Hospitals System, Cook County Treasurer, Cook County Clerk, Cook County, Office of the Independent Inspector General, Public Administrator and Cook County Land Bank shall work with the Chief of the Bureau of Human Resources in order to implement the Organ Donor Leave Policy in a manner as drafted by the Bureau of Human Resources among all Cook County agencies and offices.

Legislative History: 12/16/15 Board of Commissioners referred to the Labor Committee

A motion was made by Commissioner García, seconded by Commissioner Sims, that this Amendment to a Previously Approved Item be accepted as substituted. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Gainer, García, Moore and Sims (7)

Absent: Commissioners Butler and Fritchey (2)

PROPOSED SUBSTITUTE TO ITEM 16-0544

PROPOSED PREVIOUSLY APPROVED ITEM AMENDMENT

Department: Office of Cook County Commissioner Garcia

Request: Amend a previously approved item

Item Number: 15-5801

Fiscal Impact: N/A

Account(s): N/A

Original Text of Item: Changes Shown with strikeouts and underlines

PROPOSED RESOLUTION

ORGAN DONOR LEAVE POLICY

WHEREAS, the need for potentially life-saving organ and bone marrow transplants far exceeds the supply; and

WHEREAS, the State of Illinois has recognized the importance of organ donation by providing the opportunity for paid leave to State employees who donate an organ or bone marrow; and

WHEREAS, like Illinois, many other jurisdictions have attempted to offset the incidental costs associated with the donation and protect employees from retaliation for taking leave to donate an organ by passing legislation providing job-protected, paid leave to employees who donate organs or bone marrow; and

WHEREAS, Cook County currently does not provide job-protected, paid leave for the purpose of organ or bone marrow donation, necessitating employees to use their accrued sick and vacation leave or take unpaid personal leave, if eligible; and

WHEREAS, in order to offset the incidental costs associated with donation and protect employees from retaliation for taking a leave of absence to donate an organ, all Cook County agencies and offices should afford paid leave to employees who donate organs or bone marrow; and

WHEREAS, the President's Office and the Bureau of Human Resources have researched various organ donor leave policies and as a result, the Bureau of Human Resources has developed an Organ Donor Leave Policy that will provide job-protected, paid leave for the purpose of organ or bone marrow donation; and

WHEREAS, the proposed policy would be available to all eligible Cook County employees (employed with the County for at least twelve (12) months) who donate organs or donate bone marrow via surgical aspiration or non-surgical apheresis; and

WHEREAS, the risk of complications and death, as well as the burden to the donor in terms of recovery time, pain, and suffering is lowest for apheresis donation and greatest for organ donation; and

WHEREAS, an eligible employee who donates bone marrow via non-surgical apheresis on or after September 1, 2015 would receive five (5) days of paid leave within a twelve (12) month period; and

WHEREAS, an eligible employee who donates bone marrow via surgical aspiration on or after September 1, 2015 would receive fifteen (15) days of paid leave within a twelve (12) month period; and

WHEREAS, an eligible employee who donates an organ on or after September 1, 2015 would receive thirty (30) days of paid donor leave within a twelve (12) month period; and

WHEREAS, an eligible employee that donates an organ as of January 1, 2015, that by necessity used their accrued sick and vacation leave or took unpaid leave may recover that time under this policy but may not exceed the thirty (30) days of paid donor leave within a twelve (12) month period; and an eligible employee that donated an organ between January 1, 2015 and August 31, 2015 that by necessity used his or her accrued paid leave time to recover from said donation may recover his or her paid leave time that may have been used for such organ donation in the manner directed in the Organ Donor Leave Policy; and

WHEREAS, an eligible employee that donates an organ as of January 1, 2015, that by necessity used their accrued sick and vacation leave or took unpaid leave may recover that time under this policy but may not exceed the thirty (30) days of paid donor leave within a twelve (12) month period; and

an eligible employee that donated an organ between January 1, 2015 and August 31, 2015 that by necessity used his or her accrued sick and/or vacation leave time to recover from said donation may recover his or her paid leave time that may have been used for such organ donation in the manner directed in the Organ Donor Leave Policy; and

WHEREAS, the Bureau of Human Resources shall adopt and circulate the Organ Donor Leave Policy to all Cook County agencies and offices as this policy will not only benefit our employees and their families but also the County's overall mission.

NOW, THEREFORE, BE IT RESOLVED, that the President and Board of Commissioners of Cook County does hereby direct the Chief of the Bureau of Human Resources to implement an Organ Donor Leave Policy with an effective date of September 1, 2015; and

BE IT FURTHER RESOLVED, that all Cook County agencies and offices receive a copy of the Organ Donor Leave Policy issued by the Chief of the Bureau of Human Resources; and

BE IT FURTHER RESOLVED, that all Cook County agencies and offices which shall include but not be limited to the offices under the Cook County Board President, Cook County Board of Commissioners, Cook County State's Attorney, Cook County Sheriff, Clerk of the Circuit Court of Cook County, Cook County Board of Review, Cook County Assessor, Cook County Public Defender, Chief Judge of the Circuit Court, Cook County Public Administrator, Cook County Recorder of Deeds, Cook County Health and Hospitals System, Cook County Treasurer, Cook County Clerk, Cook County, Office of the Independent Inspector General, Public Administrator and Cook County Land Bank shall work with the Chief of the Bureau of Human Resources in order to implement the Organ Donor Leave Policy in a manner as drafted by the Bureau of Human Resources among all Cook County agencies and offices.

A motion was made by Commissioner García, seconded by Commissioner Sims, that this Amendment to a Previously Approved Item be recommended for approval as substituted. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Gainer, García, Moore and Sims (7)

Absent: Commissioners Butler and Fritchey (2)

ADJOURNMENT

A motion was made by Commissioner Sims, seconded by Commissioner Arroyo, to adjourn the meeting. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Gainer, García, Moore and Sims (7)

Absent: Commissioners Butler and Fritchey (2)

Respectfully submitted,



Chairman



Secretary

*A video recording of this meeting is available at <https://cook-county.legistar.com/Calendar.aspx>